

Personality: What Type Are You?

What personality type are you? Do you know? Do you care? Does it make any difference? Well, take just a minute and try to think about all the different "types" of kids in school. Do you get along with all of them? Do you just like some of them? Your "type" can tell you a whole lot.



Now, take just a second to play something we'll call *Career Interests*. It's designed to help you match your interests and skills with similar careers. It can help you begin thinking about how your personality will fit in with specific work environments and careers. Play along and see what happens!

Imagine walking into a room in which the six groups of people described in the table below are already interacting. Read the

descriptions of each group and list the group you would be drawn to first, then your second choice, and finally your third choice.

This exercise is based on Dr. John Holland's theory that people and work environments can be loosely classified into six different groups. Different peoples' personalities may find different environments more to their liking. While you may have some interests in and similarities to several of the six groups, you may be

Skills you need for careers

Assess the skills you have--and determine the skills you need--to find careers that match your abilities.

You may have already learned to:

- * manage time
- * make good decisions
- * communicate well
- * evaluate information
- * organize
- * motivate people
- * analyze data
- * write clearly
- * be efficient
- * be reliable
- * be accurate
- * understand quickly
- * be enthusiastic
- * be flexible
- * solve problems

attracted primarily to two or three of the areas. These two or three letters are your Holland Code.

For example, with a code of RES you would most resemble the **Realistic** type, somewhat but less resemble the **Enterprising** type, and somewhat but even less resemble the **Social** type.

The types that are not in your code are the types you resemble least of all. Most people, and most jobs, are some combination of two or three of the Holland interest areas.

For more information about the Holland Code, careers, majors, and self-assessments talk to a counselor about taking a self-directed search (SDS; Holland, Powell, & Fritzsche, 1994) or a Vocational Preference Inventory (VPI; Holland, 1985).

Source: University of Missouri Career Center, <<http://web.missouri.edu/~cpc/www/holland.shtml>>

Realistic "Doers"	Investigative "Thinkers"	Artistic "Creators"	Social "Helpers"	Enterprising "Persuaders"	Conventional "Organizers"
<p>Are you:</p> <ul style="list-style-type: none"> practical frank a nature lover curious concrete self-controlled ambitious persistent athletic mechanical thrifty stable reserved independent systematic <p>Can you:</p> <ul style="list-style-type: none"> fix electrical things solve electrical problems pitch a tent play a sport read a blueprint plant a garden operate tools and machinery <p>Do you like to:</p> <ul style="list-style-type: none"> tinker with machines and cars work outdoors be physically active use your hands build things care for or train animals work on electronic equipment 	<p>Are you:</p> <ul style="list-style-type: none"> inquisitive scientific precise cautious self-confident reserved independent analytical observant scholarly curious introspective broad-minded logical <p>Can you:</p> <ul style="list-style-type: none"> think abstractly solve math problems understand scientific theories do complex calculations use a microscope program computers interpret formulas <p>Do you like to:</p> <ul style="list-style-type: none"> explore a variety of ideas use computers work independently perform lab experiments read scientific or technical journals analyze data deal with abstractions do research be challenged 	<p>Are you:</p> <ul style="list-style-type: none"> creative imaginative unconventional independent original impulsive courageous complicated nonconforming intuitive innovative emotional expressive introspective sensitive open idealistic <p>Can you:</p> <ul style="list-style-type: none"> sketch, draw, or paint play a musical instrument write stories, poetry, or music sing, act, or dance design fashions or interiors <p>Do you like to:</p> <ul style="list-style-type: none"> attend concerts, theaters, or art exhibits read fiction, plays, or poetry work on crafts take photographs be creative deal with ambiguous ideas 	<p>Are you:</p> <ul style="list-style-type: none"> friendly idealistic outgoing cooperative responsible kind persuasive patient helpful insightful understanding generous forgiving empathetic <p>Can you:</p> <ul style="list-style-type: none"> teach or train others express yourself clearly lead a group mediate disputes plan and supervise an activity cooperate well with others <p>Do you like to:</p> <ul style="list-style-type: none"> work in groups help people with problems participate in meetings do volunteer work work with younger people play team sports serve others 	<p>Are you:</p> <ul style="list-style-type: none"> self-confident sociable enthusiastic adventurous impulsive inquisitive talkative spontaneous assertive persuasive energetic popular ambitious agreeable extroverted optimistic <p>Can you:</p> <ul style="list-style-type: none"> initiate projects convince people to do things your way sell things or promote ideas give talks or speeches lead a group persuade others <p>Do you like to:</p> <ul style="list-style-type: none"> make decisions affecting others be the best at sales or leadership start your own service or business campaign for elected office meet important people have power or status 	<p>Are you:</p> <ul style="list-style-type: none"> well-organized numerically-inclined methodical efficient orderly thrifty structured ambitious persistent accurate conscientious conforming practical systematic polite obedient <p>Can you:</p> <ul style="list-style-type: none"> work well within a system do a lot of paperwork in a short time keep accurate records use a computer write effective business letters <p>Do you like to:</p> <ul style="list-style-type: none"> work with numbers use a keyboard be responsible for details collect or organize things follow clearly defined procedures use data processing equipment